

SCHOOL DISTRICT SAMPLE NONRENEWAL INFORMATION

SCHOOL DISTRICT SIZE	NUMBER OF NONRENEWALS PER YEAR	DOES SCHOOL DISTRICT GIVE REASONS FOR NONRENEWALS?	HOW MANY APPEALED IN A YEAR?	OTHER INFORMATION
A (very large)	30-50 per year	No, but <u>make certain</u> that school has reasons, documents evaluations	About 4 beyond district level.	Never lost a nonrenewal appeal.
B (very large) Issue some (almost 80 last year) "1 year contracts." Expire at the end of the year. Must be reissued and re-signed if employees stay. If successful, the year counts as provisional.	6 per year	Yes for nonrenewals—but no reasons for "1 year contracts."	None	Work diligently with principals. Principals must articulate reasons for nonrenewal. Offer <u>all</u> teachers performance assistance before nonrenewal.
C (medium-large) All first year teachers hired specifically on "temporary contracts"—may be extended—if satisfactory, and budget permits, contracts move to provisional and temporary years count.	20+ for provisional.	Negotiated opportunity for informal discussion—verbal reasons. No reasons for "temporary"—no rights, including notice.	Almost none—only 1 in last three years of "temps."	This system is a lot of paperwork. Literally temp contracts expire, must be reissued, re-signed every year—won every challenge, temp or provisional. Emphasize concerns and evaluation information to employees all along—for both temp and provisional.
D (medium-large)	Less than 10 per year	No	Maybe 1 every other year.	Teacher should see this coming—process handled by administrators—letter sent by district.
E (medium)	15-20 per year	No	3 per year, none past district level grievances or appeals	Work closely with principals about maintaining documentation.

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F (medium)	15-20 per year	No	1-2 challenges per year—only to administrative level—never successful	Emphasize documentation by principals.
G (medium)	About 10 per year	No reasons	None. First Utah Antidiscrimination and Labor Division (UALD) experience this year—no cause finding, but teacher has appealed.	Tell principals not to give reasons. Shouldn't be a surprise, if performance-related. Principals and provisional employees communicate regularly. Even if RIFs, teachers are usually expecting it. HR writes notice of nonrenewal, principals deliver. Employees sign nonrenewal. Some solace for nonrenewed teachers that they have <u>not</u> been fired.
H (medium)	2-4 per year	No—won't ever!	No challenges.	Work with principal especially regarding protected classes.
I (small)	2 per year	Sometimes	Never	Work carefully with principals to evaluate and document.
J (small)	1-2 per year	No reasons at final nonrenewal, but earlier discussions refer employee back to personal evaluations.	1 challenge in memory—only at administrative level.	HR writes letter--principal signs—tight control.